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ABSTRACT

This report represents the results of a salary study of the full-time faculty members listed in the Board of Trustees' minutes at the University of Akron. Tentative conclusions suggest: (1) While changes in salaries at the University of Akron over the last several years have generally kept pace with changes in the cost of living, the more recent pattern is a drop in the real value of those salaries. (2) On a rank-by-rank or an over-all basis, average salaries at Akron University compare quite favorably with other Ohio institutions. (3) These data do not appear to indicate the existence of a University policy to eliminate unjustifiable differences between male and female salaries. The appendix presents a listing, by college, department, and rank of all salaries of the faculty. (MJM)

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REPORT OF COMMITTEE "Z"
ON THE ECONOMIC STATUS OF THE PROFESSION

by

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The University of Akron
Akron, Ohio 44325

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REPORT OF COMMITTEE "Z" -- ON THE ECONOMIC STATUS OF THE PROFESSION

INTRODUCTION

This report represents the results of the salary study made by the Committee on the Economic Status of the Profession (Committee Z) of the Akron University Chapter of the American Association of University Professors. The study is intended primarily to serve members of the A.A.U.P. but may also benefit other individuals and groups within and outside the University who are interested in and affected by salary studies. In order to better serve your interests, the Committee requests your comments and suggestions regarding this Report.

The basic format of last year's report has been retained in order to provide comparable, meaningful data for the observation of trends in the course of salary revisions. To assist in the interpretation of the statistics, the "highlights" of each table are discussed. Where questions regarding procedures might arise, footnotes to the table(s) will hopefully provide answers. The accuracy of the data may not be of the level attained by some other chapters of the A.A.U.P. -- some chapters receive computer assistance directly from their administrations, while all work on this report was performed by members of Committee Z.

In view of individual differences in duties and contracts, questions may arise as to (1) who should be included in the principal summary of the report and (2) how salary figures should be adjusted to attain a comparable base for all individuals. The answers to these questions are necessarily somewhat arbitrary; but previous salary studies, as well as practices of the national A.A.U.P., provided some guidelines for the decisions reported in these two areas.

Who Is Included. Only those employees listed as full-time faculty in the Board of Trustees' Minutes are included in these tables. In some cases, these faculty also have duties other than teaching. If a note appeared in the Minutes indicating that non-teaching duties constituted one-half or more of the faculty member's assignment, then that faculty member was excluded; if no such notation appeared, then the faculty member was included. Lecturers are also included since some of them teach for at least one-half of their assignments, attend and vote at faculty meetings, and are therefore not distinguishable from other faculty.

Academic Year. For purposes of this report, all salaries were adjusted to a common base: the academic-year salary. A 9-month basis is used as this salary. Salaries for faculty members holding 12-month contracts have been converted, therefore, to a 9-month basis using a conversion factor of 10/12 (0.833).

GENERAL DATA

The data in Table I indicate the "history" of salaries at The University of Akron. The average change in salaries has been about 5.2% over the past nine years; however, the average percent change has fallen over the past two years.

Table II presents the basic data by rank and by college for the current academic year. These are 9-month salaries (12-month contracts were converted, using a factor of 10/12) for those faculty in the Board of Trustees' Minutes.

The overlap in these salaries continues to be of interest. The highest Instructor in Education earns more than the average Associate in Nursing. The highest Associate in Business Administration earns more than the highest Full Professor in Fine and Applied Arts. The lowest Full Professor in Education earns less than the average Assistant in Engineering and in Law.

TABLE I
AVERAGE SALARY AND PERCENT CHANGES, 1963-1973

<u>Year</u>	<u>Average Salary*</u>	<u>Percent Change</u>
1963-64	\$ 8,969	---
1964-65	9,442	5.3
1965-66	9,669	2.4
1966-67	10,107	4.5
1967-68	10,675	5.6
1968-69	11,320	6.0
1969-70	11,814	4.4
1970-71	12,932	9.5
1971-72	13,636	5.4
1972-73	14,177	4.0

*Values for the academic years 1963-64 through 1969-70 were obtained from the AAUP Bulletin. Values for 1970-71 were obtained from the April 1970 "Letter from the President." Values for 1971-72 and for 1972-73 were obtained from the Minutes of the Board of Trustees, April through October 1971 and April through October 1972, respectively.

The range by rank is also sizable. At the Full Professor level, a range of over \$10,000 exists; this means that the highest earns almost 175% as much as the lowest! At the Associate level, the range is over \$8,000; at the Assistant level, almost \$8,000; and at the Instructor/Lecturer level, over \$6,000. While these ranges may be defensible, such large ranges and overlaps do raise questions.

The data in Table III indicate the relative positions and percent changes in salaries by college. Law, Engineering, and Business continue to be the three top-ranked colleges while Fine & Applied Arts, Nursing, and Community & Technical continue to be the three bottom-ranked colleges. Note that, while the Community & Technical College is at the bottom in terms of over-all salaries, Nursing is at the bottom in two of the four ranks.

Lack of comparable data prohibits a comparison of current data for The University of Akron and other Ohio institutions. Data are available for the 1971-72 year, however. Table IV presents data for selected Ohio institutions. Among Category I institutions, Akron University ranks first at the Assistant level, second at the Associate level, third at the Instructor level, fourth at the Full Professor level, and fourth over-all. This showing is made to appear better if the two private institutions in Category I are omitted from the comparison.

SPECIAL GROUPS

Further analysis of Akron's salary data may be made by examining the salaries of "special groups." Table V summarizes the average salaries and percent changes for three of these "groups."

Table VI presents the average salaries and percent change for Department Heads by college. Law and Nursing do not have Department Heads, and the title used in the Community & Technical College is Division Head. Of some interest here is that the number of female Department Heads has been reduced from three to two during the past year and that only one college (Fine & Applied Arts) has any female Department Heads.

TABLE II
SUMMARY STATISTICS FOR 1972-73 UNIV. OF AKRON FACULTY SALARIES BY RANK AND COLLEGE

ALL COLLEGES		Arts & Sci.		Business Admin.		Commun. & Tech.		Educ.		Engr.		Fine & Applied Arts		Law		Nursing	
Prof.	High	\$25,000	\$24,500	\$23,600	\$	d	\$20,500	\$25,000	\$20,200	\$	d	\$	d	\$	d		
	Mean	20,026	20,283	20,762	d	d	17,829	21,086	19,233	d	d	d	d	d	d		
	Low	14,560	16,500	18,200	d	d	14,560	17,900	17,700	d	d	d	d	d	d		
	(N)	(80)	(40)	(13)	(2)	(2)	(9)	(7)	(6)	(2)	(2)	(1)					
Assoc.	High	20,300	18,700	20,300	17,200	17,800	18,200	16,200	16,200	20,250	14,100						
	Mean	16,029	15,075	17,212	14,050	15,712	17,053	14,233	14,233	19,107	13,844						
	Low	12,200	13,200	14,000	12,200	14,200	15,900	12,600	12,600	17,500	13,600						
	(N)	(145)	(59)	(12)	(4)	(21)	(19)	(18)	(18)	(7)	(5)						
Asst.	High	17,050	16,400	15,800	14,300	15,300	16,400	14,500	14,500	17,050	13,010						
	Mean	12,883	12,699	14,266	12,094	12,951	15,089	12,316	12,316	16,183	12,406						
	Low	9,816	10,600	11,800	10,000	11,288	12,000	9,816	9,816	15,500	11,000						
	(N)	(249)	(93)	(19)	(40)	(42)	(14)	(33)	(33)	(3)	(5)						
Instr. / Lect.	High	13,900	12,800	13,200	11,900	13,900	na	11,400	11,400	d	d	10,300					
	Mean	10,153	9,935	12,556	10,078	10,853	na	9,370	9,370	d	d	9,553					
	Low	7,247	8,600	11,700	8,400	9,162	na	7,247	7,247	d	d	9,100					
	(N)	(103)	(33)	(4)	(30)	(16)	(0)	(13)	(13)	(1)	(1)	(6)					
All Ranks	High	25,000	24,500	23,600	d	20,500	25,000	20,200	20,200	d	d	d					
	Mean	14,177	14,527	16,619	11,562	13,727	17,071	12,855	12,855	18,462	12,025						
	Low	7,247	8,600	11,700	8,400	9,162	12,000	7,247	7,247	d	d	9,100					
	(N)	(577)	(225)	(48)	(76)	(88)	(40)	(70)	(70)	(13)	(17)						

NOTE: Compiled from data in Board of Trustees' Minutes, April through October 1972.

N = number of cases (recorded in Minutes, with no note to indicate that the position is other than at least half-time teaching).

d = information withheld to avoid disclosure.

na = not applicable or not available.

TABLE III
AVERAGE SALARY, BY COLLEGE
(Ranked in Terms of 1972-73 Average)

<u>Ranks and Colleges</u>	<u>1971-72</u>	<u>1972-73</u>	<u>Percent Change</u>
<u>All Ranks</u>			
Law	\$18,285	\$18,462	+1.0
Engineering	16,336	17,071	+4.5
Bus. Administration	15,950	16,619	+4.2
Arts & Sciences	13,760	14,527	+5.6
Education	13,357	13,727	+2.8
Fine & Applied Arts	12,231	12,855	+5.1
Nursing	11,893	12,025	+1.1
Commun. & Technical	11,155	11,562	+3.6
All Colleges	13,636	14,177	+4.0
<u>Professor</u>			
Law	21,517	d	d
Engineering	20,914	21,086	+0.8
Bus. Administration	19,979	20,762	+3.9
Arts & Sciences	19,614	20,283	+3.4
Fine & Applied Arts	18,240	19,233	+5.4
Commun. & Technical	17,450	d	d
Education	17,338	17,829	+2.8
Nursing	14,850	d	d
All Colleges	19,454	20,026	+2.9
<u>Associate Professor</u>			
Law	18,307	19,107	+4.4
Bus. Administration	16,418	17,212	+4.8
Engineering	16,463	17,053	+3.6
Arts & Sciences	15,427	16,075	+4.2
Education	15,542	15,712	+1.1
Fine & Applied Arts	13,825	14,233	+7.1
Commun. & Technical	16,050	14,050	-14.2
Nursing	12,907	13,844	+7.3
All Colleges	15,585	16,029	+2.8
<u>Assistant Professor</u>			
Law	14,983	16,183	+8.0
Engineering	14,309	15,089	+5.5
Bus. Administration	13,554	14,266	+5.3
Education	12,703	12,951	+2.0
Arts & Sciences	12,317	12,699	+3.1
Nursing	12,204	12,406	+1.7
Fine & Applied Arts	11,858	12,316	+3.9
Commun. & Technical	11,659	12,094	+3.7
All Colleges	12,494	12,883	+3.1
<u>Instructor/Lecturer</u>			
Bus. Administration	11,409	12,556	+10.1
Law	na	d	d
Education	10,285	10,853	+5.5
Commun. & Technical	9,721	10,078	+3.7
Arts & Sciences	9,621	9,935	+3.3
Nursing	9,167	9,553	+4.2
Fine & Applied Arts	9,382	9,370	-0.1
Engineering	na	na	na
All Colleges	9,735	10,153	+4.3

TABLE IV
AVERAGE COMPENSATION BY RANK AND MEDIAN SALARY
FOR SELECTED OHIO INSTITUTIONS, 1971-72
(In Thousands of Dollars)

Category I Institutions	Median Salary	Average Compensation			
		Prof.	Assoc.	Asst.	Inst.
Air Force Inst. of Tech.	19.3	23.2	19.5	--	--
Bowling Green State U.	13.3	21.0	16.8	13.8	11.4
Case-Western Reserve	14.3	23.2	16.8	13.6	11.3
Kent State U.	12.9	22.1	16.6	13.5	10.5
Ohio State U.	13.7	21.8	16.4	13.7	10.5
Ohio Univ.	13.3	21.4	16.4	13.8	11.4
Univ. of Akron	13.3	22.3	17.9	14.5	11.3
Univ. of Cincinnati	12.2	23.7	16.5	13.2	10.1
Other State-Supported Institutions (Category in Parentheses):					
Central State (IIB)	11.0	18.9	15.6	12.9	10.6
Cleveland State (IIA)	13.1	22.6	17.0	13.9	11.0
Miami Univ. (IIA)	13.0	21.5	16.7	14.0	11.2
Toledo U. (IIA)	13.2	21.8	17.3	14.5	11.9
Wright State U. (IIA)	13.2	21.2	17.3	14.4	11.2
Youngstown State U. (IIA)	12.4	19.8	16.3	13.7	10.5

SOURCE: AAUP Bulletin, Summer (June) 1972, Vol. 58, No. 2, pp. 220-223.

TABLE V
AVERAGE SALARY AND PERCENT CHANGE IN SELECTED AREAS, 1971-72 AND 1972-73
(9-Month Salaries)

Area and Rank	1971-72	1972-73	Percent Change
Institute of Polymer Science:			
All Ranks	\$18,568	\$19,492	+5.0
Professor	22,483	22,806	+1.4
Associate	16,458	16,167	-1.8
Assistant	13,000	d	d
Instructor/Lecturer	na	na	na
University Library:			
All Ranks	\$10,303	\$10,673	+3.3
Professor	d	na	na
Associate	d	na	na
Assistant	11,286	11,639	+3.1
Instructor/Lecturer	8,933	8,933	0.0
Academic Deans (Deans of the Eight Academic Colleges):			
Average	\$22,396	\$23,750	+6.0

TABLE VI
AVERAGE SALARY AND PERCENT CHANGE FOR DEPARTMENT HEADS, BY COLLEGE

College	1971-72	1972-73	Percent Change
Arts & Sciences	\$20,300	\$21,650	+6.7
Bus. Administration	21,875	22,876	+4.6
Commun. & Technical	17,000	17,850	+5.0
Education	17,313	18,510	+6.9
Engineering	22,500	23,502	+4.5
Fine & Applied Arts	18,040	19,300	+7.0
All Colleges	19,617	20,947	+6.8

FEMALES

The position of the female at The University of Akron has been under study by the AAUP for over two years. Last year, Committee Z classified the salary data by sex and analyzed the results. That procedure indicated that some "improvement" (narrowing of the difference between male and female salaries) resulted last year in nearly all areas of the University. That same analysis is not so encouraging this year (Table VII). First, the "average gains" are generally not so large as they were last year; and second, in several areas the gap between male and female salaries even increased.

Table VIII presents data which may also reflect upon this matter. First, females continue to be employed primarily at the lower academic ranks, although some improvement does appear to exist. Second, the proportion of females on the faculty has not increased significantly; indeed, it remains zero in two colleges (Law and Engineering) and has decreased in three other colleges (Arts & Sciences, Business Administration, and Education).

In addition, the data in Table IX indicate that, while some promotion and hiring of females at the two upper ranks has occurred over the last three years, salary differences at those ranks have worsened. Over-all, there is no indication of a reduction in male-female salary differences nor of any significant increase in the proportion of females on the faculty.

CONCLUSIONS

Certainly, these data must be interpreted with great care. However, some tentative conclusions may be cautiously drawn.

1. While changes in salaries at The University of Akron over the last several years have generally kept pace with changes in the cost of living, the more recent pattern is a drop in the real value of those salaries.
2. On a rank-by-rank or an over-all basis, average salaries at Akron University compare quite favorably with other Ohio institutions. Indeed, the University ranks either first or second in two of the four academic levels.
3. These data do not appear to indicate the existence of a University policy to eliminate unjustifiable differences between male and female salaries. The Fine & Applied Arts College, however, has narrowed the salary gap for both last year and this year and has increased the proportion of females on its faculty. It is the only College (aside from Nursing) to have done so.

APPENDIX

The appendix to this report presents a listing by college, by department, and by rank of all salaries of the faculty. To avoid disclosure, data are omitted where there are fewer than three members at any given rank in a department.

This presentation of all salaries is (1) consistent with the practice begun by President Auburn and requested by the local Chapter at a meeting in Spring 1972; (2) consistent with recommendations of the national Committee T regarding "The Role of the Faculty in Budgetary and Salary Matters" [see AAUP BULLETIN, Summer 1972, Vol. 58, No. 2, pp. 170-172]; and (3) consistent with sound managerial practice [see especially, for example, E. E. Lawler III, "The Mythology of Management Compensation," CALIFORNIA MANAGEMENT REVIEW, 1966, Vol. 9, pp. 11-22; and PAY AND ORGANIZATIONAL EFFECTIVENESS (New York: McGraw-Hill, 1971)].

TABLE VII
AVERAGE SALARIES AND PERCENT CHANGE FOR MALES AND FEMALES, 1971-72 AND 1972-73
(Includes Only Those On The Faculty Both Years)

College and Rank	Number		1971-72		1972-73		% Change in Mean		Gain or Loss
	M	F	M	F	M	F	M	F	
<u>Arts & Sciences:</u>									
Professor	39	1	\$19,000	\$ d	\$20,290	\$ d	+5.7	d	d %
Associate	56	3	15,391	14,500	16,107	15,467	+4.7	+6.7	+2.0
Assistant	70	14	12,304	11,036	12,927	11,886	+5.1	+7.7	+2.6
Instr./Lect.	10	19	9,820	9,432	10,220	9,967	+4.1	+5.7	+1.6
Average Gain ²									+2.0%
<u>Bus. Administration:</u>									
Professor	13	0	\$20,008	\$ na	\$20,762	\$ na	+3.8	na	na %
Associate	11	0	16,436	na	17,232	na	+4.8	na	na
Assistant	14	2	13,811	d	14,629	d	+5.9	d	d
Instr./Lect.	3	0	11,403	na	12,343	na	+8.2	na	na
Average Gain ²									d %
<u>Commun. & Technical:</u>									
Professor	2	0	\$ d	\$ na	\$ d	\$ na	d	na	na %
Associate	3	1	14,900	d	14,667	d	-1.6	d	d
Assistant	31	7	11,748	10,900	12,290	11,507	+4.6	+5.6	+1.0
Instr./Lect.	14	9	9,486	9,428	9,971	9,950	+5.1	+5.5	+0.4
Average Gain ²									+1.0%
<u>Education:</u>									
Professor	8	1	\$16,726	\$ d	\$17,683	\$ d	+5.7	d	d %
Associate	17	4	14,969	14,200	15,885	14,975	+6.1	+5.5	-0.6
Assistant	25	11	11,439	12,187	12,140	12,766	+6.1	+4.8	-1.3
Instr./Lect.	7	4	9,676	9,975	10,190	10,425	+5.3	+4.5	-0.8
Average Gain ²									-1.0%
<u>Engineering:</u>									
Professor	7	0	\$20,014	\$ na	\$21,086	\$ na	+5.4	na	na %
Associate	19	0	16,311	na	17,053	na	+4.5	na	na
Assistant	14	0	14,425	na	15,089	na	+4.6	na	na
Average Gain ²									na %
<u>Fine & Appl. Arts:</u>									
Professor	2	3	\$ d	\$17,800	\$ d	\$19,100	d	+7.3	d %
Associate	10	6	13,485	12,983	14,240	13,136	+5.6	+5.6	0.0
Assistant	19	8	11,629	10,850	12,253	12,500	+5.4	+15.2	+9.8
Instr./Lect.	3	7	8,883	9,311	9,483	9,792	+6.8	+5.2	-1.6
Average Gain ²									+2.9%
<u>Law:</u>									
Professor	2	0	\$ d	\$ na	\$ d	\$ na	d	na	na %
Associate	6	0	18,083	na	18,958	na	+4.8	na	na
Assistant	3	0	15,883	na	16,183	na	+1.9	na	na
Average Gain ²									na %

(Continued)

TABLE VII, Continued

College and Rank	Number		1971-72		1972-73		% Change in Mean		Gain or Loss
	M	F	M	F	M	F	M	F	
<u>Nursing:</u>									
Professor	0	1	\$ na	\$ d	\$ na	\$ d	na	d	na %
Associate	0	4	na	12,830	na	13,805	na	+7.6	na
Assistant	1	2	d	d	d	d	d	d	d
Instr./Lect.	0	3	na	9,166	na	9,573	na	+4.4	na
Average Gain ²									d %
<u>Library:</u>									
All Ranks	4	9	\$11,000	\$ 9,769	\$11,479	\$10,389	+4.4	+6.3	+1.9%

NOTES: na = not applicable
d = information withheld to avoid disclosure

¹Gain or Loss refers to a relative gain or loss in female salaries. The values were obtained by subtracting values in the Percent Change in Means columns. A plus (+) sign indicates that the gap between male and female salaries was reduced; a minus (-) sign indicates that the gap widened.

²Average Gain is obtained by weighing the gain or loss values by the number of females at each rank. Only those ranks at which both males and females are employed were used.

TABLE VIII
FEMALES AS A PERCENT OF TOTAL FACULTY,
BY RANK AND BY COLLEGE, 1972-73

College	Rank				ALL	Change*
	Prof.	Assoc.	Asst.	Instr./ Lect.		
Arts & Sciences	2.6%	5.3%	15.1%	63.6%	17.5%	-1.4%
Bus. Administration	0.0	0.0	10.5	0.0	4.2	-4.1
Commun. & Technical	0.0	25.0	20.0	36.7	26.3	+1.0
Education	11.1	19.0	26.2	31.3	23.9	-3.3
Engineering	0.0	0.0	0.0	--	0.0	0.0
Fine & Applied Arts	50.0	44.4	27.3	66.7	40.6	+2.9
Law	0.0	0.0	0.0	0.0	0.0	0.0
Nursing	<u>100.0</u>	<u>100.0</u>	<u>80.0</u>	<u>100.0</u>	<u>94.1</u>	<u>+1.3</u>
ALL COLLEGES	7.6%	14.7%	19.2%	50.0%	22.2%	+0.3%

*"Change" (Column 7) is this year's "All Ranks" figure minus the corresponding figure from last year's report.

TABLE IX
ANNUAL DIFFERENCE IN AVERAGE MALE-FEMALE SALARIES (APPROXIMATE)
AND IN PROPORTION OF FEMALE FACULTY, 1970-73

Rank	1970-71		1971-72		1972-73	
	(M - F)		(M - F)		(M - F)	
	\$1,000	%	\$1,000	%	\$1,000	%
Professor	0.9	88	1.5	86	1.5	84
Associate	1.8	78	1.9	76	2.1	70
Assistant	1.3	54	1.0	60	0.7	62
Instr./Lect.	<u>0.6</u>	<u>10</u>	<u>1.1</u>	<u>0</u>	<u>0.2</u>	<u>0</u>
ALL RANKS	2.9	58	3.0	56	2.9	56

SOURCE: This table is derived from the data in Table VIII of both last year's and this year's report of Committee Z.

APPENDIX -- FACULTY SALARIES, 1972-73
(Excludes Faculty on Leave -- Conversion Factor of 10/12 Used for 12-Mo. Salaries)

ARTS AND SCIENCES

<u>Biology</u>		Associate	16,800 16,500 16,500 14,700	<u>Geography</u>	
Professor	\$20,700 20,500 20,000 17,500	Assistant	d	Professor	\$ d
Associate	17,500 16,300 16,000 15,000 15,000 13,200	Instr./Lect.	11,500 11,200 11,000	Associate	17,300 15,800 15,000
Assistant	14,200 14,100 13,700 13,700 13,400 13,000 12,900 12,000 11,500	<u>English</u>		Assistant	15,700 13,100 12,800 12,100 11,600
		Professor	\$21,200 20,400 19,400	Instr./Lect.	d
		Associate	15,700 14,500 14,300 14,100 14,000	<u>Geology</u>	
		Assistant	13,100 12,800 12,700 12,600 12,500 12,500 12,200 11,700 11,700 11,400 11,300 11,300 11,300 11,000 11,000 10,900 10,900	Professor	\$ d
<u>Chemistry</u>				Associate	17,000 16,900 14,500
Professor	\$24,500 19,700 19,100 16,500			Assistant	d
Associate	17,600 15,400 15,000			<u>History</u>	
Assistant	14,600 13,700 13,500 12,600			Professor	\$24,000 22,500 22,000 21,500 19,700 18,000 17,600
Instr./Lect.	d	Instr./Lect.	10,500 10,000 9,800 9,800 9,700 9,600 9,300 9,100 9,000 8,900 8,700 8,700 8,700 8,600	Associate	17,300 15,900 15,800 15,700 15,700 14,800 14,800
<u>Classics</u>				Assistant	13,500 12,100 12,000 11,400 11,400 11,400 11,100
Professor	\$ d				
Associate	na				
Assistant	d				
Instr./Lect.	d				
<u>Economics</u>					
Professor	\$ d				

Mathematics

Professor	\$ d
Associate	18,700
	17,800
	17,800
	17,500
	17,000
	16,700
Assistant	16,400
	15,100
	14,500
	14,400
	14,300
	14,300
	12,200
	11,600
	11,600

Instr./Lect. d

Modern Languages

Professor	\$22,700
	19,100
	17,900
Associate	16,600
	16,200
	15,000
	14,400
	13,800
Assistant	12,100
	11,400
	11,200
	11,100
	10,900
	10,600
Instr./Lect.	10,500
	10,500
	9,900
	9,800
	9,700
	9,600
	9,000
	9,000

Philosophy

Professor	\$ d
Associate	d
Assistant	14,200
	13,300
	12,900

Physics

Professor	\$ d
Associate	17,500
	17,400
	17,300
	17,100
Assistant	14,900
	14,700
	13,700
	13,600

Political Science

Professor	\$ d
Associate	d
Assistant	14,300
	12,500
	11,500
	11,200

Instr./Lect. d

Psychology

Professor	\$21,500
	19,800
	18,700
Associate	16,700
	16,400
	16,300
	14,700
Assistant	13,700
	13,500
	12,800
	12,100
	12,000
	12,000
	11,900

Instr./Lect. d

Sociology

Professor	\$22,500
	18,600
	17,000
Associate	18,600
	18,500
	17,600
	16,000

Assistant	14,800
	13,800
	13,600
	13,500
	13,000
	12,600
	12,500
	12,500
	12,200
	12,000
	12,000

Instr./Lect. d

Urban Studies

Professor	\$ d
Associate	17,800
	15,600
	15,500
Assistant	d

BUSINESS ADMINISTRATION

<u>Accounting</u>		<u>Finance</u>		<u>Management</u>	
Professor	\$23,600 20,600 20,200 20,200	Professor	\$23,000 21,700 18,400	Professor	\$23,600 19,400 19,200 19,200
Associate	17,300 17,250 15,800	Associate	18,400 17,800 16,900 14,000	Associate	17,000 16,700 16,400
Assistant	15,500 15,300 14,400 13,550 13,000 13,000	Assistant	15,700 15,400 13,900 11,800	Assistant	15,800 15,600 15,000 14,500 13,900 13,600 13,500
Instr./Lect.	d				
		<u>Marketing</u>			
		Professor	\$ d		
		Associate	d		
		Assistant	d		
		Instr./Lect.	d		

COMMUNITY & TECHNICAL

<u>Assoc. Studies</u>		(cont'd.)	8,650 8,500	(cont'd.)	10,000 9,900 9,900 9,500 9,500 8,400
Associate	\$ d	<u>Bus. & Off. Tech.</u>		<u>Engr. & Sc. Tech.</u>	
Assistant	14,300 12,900 12,500 12,500 12,500 12,500 12,300 12,000 11,650 11,650 11,400 10,750 10,400	Professor	\$ d	Professor	\$ d
		Associate	d	Associate	d
		Assistant	13,200 12,800 12,700 12,500 12,400 12,350 12,350 12,200 12,050 11,900 11,600 11,500 11,050 10,800 10,500 10,400 10,000	Assistant	13,350 12,850 12,650 12,650 12,600 12,600 12,600 12,500 12,200 12,100
Instr./Lect.	12,000 11,700 11,000 10,950 10,350 10,000 10,000 10,000 9,700 9,500 9,200 9,100 8,800	Instr./Lect.	10,550 10,500 10,500 10,250	Instr./Lect.	11,900 11,300 10,800 10,300 9,600

EDUCATION

<u>Couns. & Spec. Ed.</u>	
Professor	\$19,000
	18,800
	17,800
	16,400
Associate	15,400
	14,800
	14,600
	14,200
Assistant	13,600
	13,500
	12,000
	11,500
	11,500

Instr./Lect. d

Ed. Administr.

Professor	\$ d
Associate	17,800
	16,800
	16,700
	16,500
	14,900

Assistant d

Ed. Foundations

Professor	\$ d
Associate	16,800
	14,500
	14,400

Assistant	13,500
	12,900
	12,700
	12,500
	12,500
	12,300
	12,000

Elementary Ed.

Professor	\$ d
Associate	16,200
	15,300
	15,300
	14,400

Assistant	15,000
	14,100
	13,900
	13,600
	13,500
	13,300
	13,300
	12,600
	12,500
	12,400
	12,400
	12,200
	11,500
Instr./Lect.	11,800
	11,786
	11,528
	11,300

Physical Ed.

Professor	\$ d
Associate	d
Assistant	15,300
	13,900
	13,400
	12,270
	11,400
	11,288

Instr./Lect.	12,679
	10,307
	10,200
	10,000
	9,900
	9,898
	9,816
	9,816
	9,652
	9,162

Secondary Ed.

Associate	\$ d
Assistant	14,000
	13,906
	13,800
	13,100
	13,100
	13,000
	13,000
	12,924
	12,843
	12,400

ENGINEERINGChemical Engr.

Professor	\$ d
Associate	d
Assistant	15,500
	15,150
	14,900

Civil Engr.

Professor	\$23,000
	20,000
	17,900
Associate	17,000
	16,500
	16,200
Assistant	16,400
	16,000
	12,000

Electrical Engr.

Professor	\$ d
Associate	18,200
	18,200
	18,100
	18,100
	17,700
	17,400
	17,000
	16,600
	15,900
Assistant	16,400
	16,200
	15,400
	15,200

Mechanical Engr.

Associate	\$18,000
	16,900
	16,500
	16,300
	16,000
Assistant	16,000
	15,200
	14,200
	12,700

FINE AND APPLIED ARTS

<u>Art</u>	
Professor	\$ d
Associate	15,100
	13,600
	13,400
	12,700
Assistant	12,500
	11,700
	11,400
	10,800
	10,700
	10,600
Instr./Lect.	10,300
	9,800
	9,800
	9,000
	8,850

Home Economics

Professor	\$ d
Associate	15,500
	13,300
	13,000
Assistant	13,000
	11,000
	10,700
	10,300

Instr./Lect. d

Music

Professor	\$ d
Associate	14,700
	13,700
	12,700
	12,600

Assistant	14,500
	13,600
	13,500
	13,200
	13,200
	12,700
	12,700
	12,500
	12,000
	10,200
	10,000

Instr./Lect. d

Speech Path.-Audio

Professor	\$ d
Associate	d
Assistant	14,200
	13,500
	13,500
	11,800
	10,600

Instr./Lect.	10,500
	10,100
	8,480
	7,330
	7,247

Speech / Theatre Arts

Professor	\$ d
Associate	16,200
	15,800
	15,200
	14,500
	13,200
Assistant	13,200
	13,000
	12,200
	11,500
	11,300
	11,000
	9,816

Instr./Lect. d

LAW

Professor	\$ d
Associate	20,250
	20,000
	19,500
	19,500
	19,000
	18,000
	17,500
Assistant	17,050
	16,000
	15,500

Instr./Lect. d

NURSING

Professor	\$ d
Associate	14,100
	14,000
	13,820
	13,700
	13,600
Assistant	13,765
	13,010
	12,255
	12,000
	11,000

Instr./Lect.	10,300
	9,900
	9,410
	9,410
	9,200
	9,100